



Meredith C. Doll*

Of Counsel

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Meredith C. Doll helps clients with business immigration matters, including strategy planning, worksite compliance and enforcement, and immigrant and nonimmigrant petitions.

Meredith C. Doll advises clients on all facets of business immigration, from hiring foreign-born employees to I-9 compliance. She has more than a decade of experience in the preparation and submission of immigration applications to government agencies. Her clients include pharma, biotech, and scientific companies; academic and governmental research laboratories; multinational engineering, manufacturing, transportation and distribution firms in industries ranging from agriculture to semiconductors; higher education and healthcare systems including universities, faculty practice groups, residency programs, foreign students, and exchange visitors; and individuals who are extraordinary in their field.

As a dedicated employment-based immigration attorney, Meredith understands the interplay between U.S. immigration laws and the operational needs of client organizations, and strives to anticipate challenges, communicate proactively, and put strategies in place to prevent problems before they start. Client services include:

- **Employment-based immigration sponsorship:** Advises companies on recruitment, hiring, retention and/or termination of foreign-born workers in the U.S., from the C-suite to the front line. Provides proactive policy development, implementation, and training services to clients, to engender a culture of compliance, drive efficiencies and reduce costs of immigration sponsorship to organizations.
- **Mergers & Acquisitions:** Provides immigration-related due diligence for mergers and acquisitions, advises buyers on management of liability and workforce risks during post-close transitions.
- **Policies & Training:** Assists companies in developing nondiscriminatory recruitment and hiring policies; compliant workforce verification processes (Form I-9 and E-Verify); and immigration-sensitive restrictive covenants for employment agreements.
- **Global Mobility:** Advises HR and Global Mobility teams on complex global employee travel and relocation issues, liaises with U.S. consulates abroad in special situations, and provides up-to-date guidance and coordination with local counsel for outgoing transfers.
- **International Trade:** Helps employers identify and navigate export licensing obligations under Export Administration Regulations (EAR) and International Traffic in Arms Regulations (ITAR) when recruiting for sensitive positions or hiring "foreign persons"; develops nondiscriminatory recruitment and hiring policies for employers subject to export regulations.
- **Government Investigations:** Defends companies in all stages of civil and criminal government investigations involving foreign-born employees and/or company compliance with immigration-related regulations, such as U.S. Immigration and Customs Enforcement (ICE) I-9 audits, independent and complaint-based Immigrant and Employee Rights Section (IER) investigations, and Fraud Detection and National Security (FDNS) site visits.
- **Litigation and Appeals:** Advises companies and individual clients on post-decision strategies, including federal court litigation – American Psychological Association (APA) challenges, mandamus actions, etc.) –; represents companies in agency litigation against U.S. Department of Homeland Security (DHS), U.S. Department of Labor (DOL), and U.S. Department of Justice (DOJ) and administrative appeals before Administrative Appeals Office (AAO), Board of Alien Labor Certification Appeals (BALCA), and Executive Office for Immigration Review (EOIR).



Representative Matters

- Successfully resolved an ICE I-9 audit for an Illinois manufacturer where approximately one-third of floor workers were found to be potentially unauthorized to work in the United States, resulting in no fine, no admission of civil or criminal liability and an extended period of time for workforce transition.
- Negotiated withdrawal of a \$100,000 fine proposed by ICE against an Arizona event planning company, resulting in no fine and no admission of liability.
- Provided immigration due diligence and I-9 review for M&A transactions in the health care services, medical device manufacturing, and construction industries, as well as for private equity portfolio acquisitions.
- Successfully established Blanket L and E-2 Visa Registration programs for companies in the financial services, pharma and biotech, technology services, and global manufacturing and distribution sectors.
- Evaluated and advised employers across sectors on recruitment and hiring practices for compliance with nondiscrimination provisions the Immigration & Nationality Act, including citizenship status and national origin discrimination; employee verification and document abuse; and export control-compliant policy development.
- Secured temporary and permanent U.S. work authorization for C-Suite executives of Fortune 100 companies and global leaders in the biotech and pharma, technology services, and manufacturing and distribution sectors.



Professional Honors & Activities

- Named a *Best Lawyers in America*® "Ones to Watch" in Labor and Employment Law - Management (2022, 2023)
- Member – American Immigration Lawyers Association
 - Chair – Worksite Enforcement Committee, Chicago Chapter (2018 – 2020)



Publications

- "Immigration Options for Foreign-Born Health Care Workers Remain Limited Despite Critical Shortages," *Texas Lawyer* (September 2022)
- "More Employers Required to Enroll in E-Verify after Changes to Tennessee's Mandatory E-Verify Law" (June 2022)
- "Employers Can No Longer Accept Expired List B Documents Starting May 1, 2022" (March 2022)
- "U.S. Takes Actions to Attract STEM Talent" (January 2022)
- "USCIS Announces New Guidance for National Interest Waiver, O-1 Extraordinary Ability Applicants" (January 2022)
- "Travel to U.S. by Land and Ferry: New Vaccination Requirements and Exceptions Announced," republished February 7, 2022 in *Texas Lawyer* (January 2022)
- "Despite Coming Relaxation of US Travel Restrictions, International Travel Remains Challenging Under COVID," *Texas Lawyer* (September 2021)
- "Biden-Harris Administration Pushes Out Key Immigration Updates in May," republished in *Texas Lawyer* (June 2021)



Webinars

- Let's Get Brave Together: Courageous Conversations about LGBTQ+ Pride and Allyship (June 2022)
- Managing Global Mobility in the COVID Era (September 2021)



Education

- University of North Carolina School of Law, J.D., 2010

- Executive Editor – *North Carolina Journal of International Law and Commercial Regulation*
- University of North Carolina at Asheville, B.A., 2006



Admissions

- Illinois, 2016
- North Carolina, 2010 (inactive)

* Baker Donelson professional admitted to the practice of law in Illinois, Texas bar application pending.